

The Falkland Islands Company

POLICY STATEMENT

Health & Safety Policy Statement

The Falkland Islands Company Limited ("FIC") is a wholly owned subsidiary of FIH Group plc, a publicly owned company quoted on the AIM market in London.

The company's main areas of activity embrace retailing (including food, clothing, electrical goods, home furnishings, gifts and DIY), construction of residential and commercial property, letting of residential property, the sale and hire of 4×4 vehicles, travel services (including flight bookings, airport transfers, and luxury coach and walking tours for tourists), insurance, agency services for cruise ships and fishing vessels, and the provision of freight and shipping services to and from the Islands.

> The health and safety of FIC's employees and other stakeholders is of paramount importance, and it is therefore the policy of FIC to develop a health and safety awareness culture throughout the company. We are committed to taking all reasonable precautions to prevent injury and ill health to our employees, sub-contractors and others who may be affected by our work activities, and to maintaining a healthy working environment. Our aim is to achieve an incident- and injury-free workplace.

The successful implementation of this policy requires total commitment from all employees, from the boardroom to the newest employee. Everyone has an obligation to take reasonable care for their own health and safety and for the safety of others who may be affected by their acts or omissions, including FIC's contractors.

Adequate facilities, resources and arrangements will be maintained for the consultation and participation of employees at all levels on health and safety matters, to encourage active involvement and feedback.

FIC is committed to adopting relevant industry best practice and to ensuring that all areas of the business take appropriate account of health and safety requirements.

Appropriate standards will be set to fulfil our legal and other requirements, to eliminate hazards and to reduce risks, and training in formal procedures and monitoring systems will be provided. The health and safety organisation, together with individual responsibilities and arrangements, is set out in the company's Integrated Management System Manual, which supports the commitments in this policy. We remain committed to the continual improvement of our management system.

This policy provides a framework for setting health and safety objectives and will be regularly monitored to ensure that these aims are being achieved. It will be reviewed and, where necessary, revised in light of legislative or organisational changes and lessons learned, to ensure it remains relevant and appropriate. It will be communicated to all employees and is available on request to those associated with our business, in accordance with our programme of continual improvement.

Signature: _____

Stephen Scott
Managing Director, The Falkland Islands Company Limited
Date: 21 / 10 / 2026

Display copy – the controlled version is held on the Integrated Management System